



Examination

California State Lands Commission

The California State Lands Commission guarantees equal opportunity to all regardless of race, color, creed, national origin, sex, marital status, religion, political affiliation, ancestry, disability, age, medical condition, sexual orientation, political/religious opinion, or discrimination filing.

It is the objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

STAFF ENVIRONMENTAL SCIENTIST

THIS IS A OPEN NON-PROMOTIONAL EXAMINATION – STATEWIDE

FINAL FILING DATE: May 5, 2004

HOW TO APPLY: Applications (Form 678) must be POSTMARKED no later than the final filing date. Applications postmarked after the final filing date will not be accepted for any reason.

Submit applications to:

California State Lands Commission
100 Howe Avenue, Suite 100-South
Sacramento, CA 95825-8202
Attn: Personnel

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Application for Examination". You will be contacted to make specific arrangements.

DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.

NO WRITTEN TEST REQUIRED

The entire examination will consist of an interview.

QUALIFICATIONS APPRAISAL PANEL INTERVIEW: It is anticipated that interviews will be held in May/June 2004.

NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to the Qualifications Appraisal Panel Interview.

Interviews will be scheduled in Long Beach and/or Sacramento.

SALARY RANGE: \$5088 - \$6144 per month

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

NOTE: All applicants must meet the entrance requirements for this examination by May 5, 2004, the final filing date.

Education: Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a Master's or doctoral degree program in a biological, chemical, physical, or environmental science, or a closely related scientific discipline shall be considered to meet these education qualifications.) **AND**

Either I

Experience: Two years of experience in the California state service performing the duties of an Environmental Scientist, Range C.

Or II

Experience: Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and

surveillance or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the California state service. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

ADDITIONAL DESIRABLE QUALIFICATIONS

In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under "Minimum Qualifications." Experience in management, research, planning, or consultation in environmental programs, demonstrated environmental management skills, and knowledge of broad principles of economics and political science will be given preference.

THE POSITION

The Staff Environmental Scientist is the advanced journey level of the series. Incumbents independently identify problems, develop courses of action, and conduct or manage extremely complex and difficult scientific investigations and studies on issues of major importance to the employer, and do other related work. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise. Incumbents may be assigned lead responsibility for the environmental processing of a specific project(s) pursuant to the provisions of the California Environmental Quality Act (CEQA), for a program function, e.g., ballast water management, or for an area of expertise, e.g., invasive species.

POSITION(S) MAY EXIST IN SACRAMENTO AND/OR LONG BEACH.

EXAMINATION INFORMATION

This examination will consist of a qualifications appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.

SUPPLEMENTAL APPLICATION

In addition to the Qualifications Appraisal Interview, the department may require that competitors complete a supplemental application designed to explore education and experience related to the Staff Environmental Scientist classification. The supplemental application would be sent to all persons who meet the requirements for admittance to this examination. The supplemental application would be used to screen only those individuals who best meet the needs of the California State Lands Commission to the Qualifications Appraisal Panel Interview, and would be based on the knowledges and abilities listed under the "Scope" section of this bulletin. If this option is used, persons who do not return the completed supplemental application will be considered to have withdrawn from this examination.

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

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BH74/0765 EXAM CODE: 10323VH

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California Relay (telephone) Service for the deaf
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From TDD phones: 1-800-735-2922
From voice phones: 1-800-735-2929

Qualifications Appraisal – Weighted 100%

SCOPE:

In addition to evaluating the competitors’ relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor’s:

- A. Knowledge of:
 - 1. Basic principles of land, water, fish, wildlife, and other natural resources research;
 - 2. Principles of ecology;
 - 3. Statistical methods;
 - 4. Land-use practices with reference to their general effect on human health, natural resources, and the environment;
 - 5. Effects of waste material and their interactions on the environment;
 - 6. Chemical reaction;
 - 7. State and Federal environmental rules, regulations, and requirements;
 - 8. The legislative process, and the environmental programs and policies of the State.

- B. Ability to:
 - 1. Collect environmental data;
 - 2. Analyze and evaluate data to reach sound conclusions;
 - 3. Review, check, and interpret scientific and environmental reports;
 - 4. Analyze situations and take appropriate actions;
 - 5. Establish and maintain cooperative relations and effective communications with local governments and all persons contacted;
 - 6. Prepare clear, complete, and technically accurate reports;
 - 7. Apply rules, regulations, policies, and requirements of State and Federal environmental protection and resource management programs;
 - 8. Develop innovative solutions for difficult environmental management problems;
 - 9. Provide leadership in accomplishing basic functions and objectives in assigned programs;
 - 10. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.

ELIGIBLE LIST: The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

Veterans’ Preference will not be granted in this examination.
Career Credit Points will be granted in this examination.

GENERAL INFORMATION

It is the candidate’s responsibility to contact the State Lands Commission Personnel Office three days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature, it is the candidate’s responsibility to contact the State Lands Commission Personnel Office at (916) 574-1910 three weeks after the final filing date if he/she has not received a progress notice.

If a candidate’s notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at the State Personnel Board office, local offices of the Employment Development Department and the State Lands Commission.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the services if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

Examination locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multi departmental promotional, 4) service wide promotional; 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate’s ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate’s personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Veterans Preference: California law allows granting of veterans preference points in open entrance examinations and open non-promotional exams. Credit in open entrance examinations is granted as follows: ten (10) points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and fifteen (15) points for disabled veterans. Credit in open non-promotional examinations is granted as follows: five (5) points for veterans; and ten (10) points for disabled veterans. Directions for applying for veterans preference points are on the Veterans Preference Application (Form 1093) which is available from State Personnel Board offices, written test proctors, the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001, and the California State Lands Commission. No veterans’ preference points shall be awarded to veterans who have achieved permanent civil service status.

Career Credits: In open, non-promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the application Form 100-678 (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento). If you receive veterans preference points, you cannot also receive career credits.

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